

December 20, 2022

Council Members:

This letter is to notify you in writing of some of your previous actions. On Tuesday, September 20, 2022, during your regular Council Meeting, Council Member Nina Shroeder attempted to go into Executive Session without a given reason. Council Member Nina Shroeder then received the required elements of the Statute needed to go in to Executive Session from Village Solicitor Michele Stuck. Council President Tammy Meyer asked for a motion to go into Executive Session. Council Member Scott Weaver then made a motion at 8:06pm to go into Executive Session. Council Member Heather Paisely second the motion. All Ayes. At 9:06pm, Council Member Nina Shroeder made a motion to come out of Executive Session, Council Member Heather Paisely second the motion. All Ayes. Council Member Scott Weaver then made a motion for Council President Tammy Meyer to draft a letter, filing a complaint of employee misconduct, and present the complaint to Mayor Linda Clark. Council Member Heather Paisely second the motion. All Ayes.

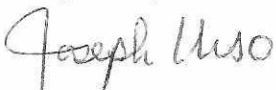
On Tuesday, September 27, 2022, Council President and Complainant, Tammy Meyer, knowingly presented an official complaint to Mayor Linda Clark, witnessed by Village Solicitor Michele Stuck, without providing proof that an actual complaint had been properly filed. In that complaint, there are 2 references to the Mantua Village Employee Handbook. Specifically, the 4th and final sentence of Paragraph One of the Complaint which states: "Although our Employee Handbook does not, at present, prohibit a romantic relationship between supervisor and subordinate, concerning allegations have been made about the relationship between Urso and Brothers, and these allegations illustrate potential conflicts of interest, wrongdoings, and a lack of transparency." That particular statement communicates that Council acknowledges that there has been no violation of the Mantua Village Employee Handbook, yet still proceeded to initiate the investigation. The second reference is on page 3 of the Complaint. The Complaint states "NOTE: SHOULD ANY STATEMENT AGAINST A MANTUA EMPLOYEE PROVE TO HAVE BEEN FALSE OF UNTRUE, THE EMPLOYEE HAD THE RIGHT TO FILE A CIVIL SUIT AGAINST THE COMPLAINANT MAKING SUCH STATEMENT AND/OR CRIMINAL CHARGES." This statement is incorrect, per Mantua Village Employee Handbook Section 8.2 (I).

On Tuesday, October 18th, 2022, during your Regular Council Meeting, Council President Tammy Meyer asked for a motion to go into Executive Session to consider the investigation or charges or complaints against a public employee or official. Council Member Heather Paisely made the motion at 7:27pm, and Council Member Scott Weaver second the motion. All Ayes. At 7:50pm, Council Member Scott Weaver made a motion to come out of Executive Session, and Council Member Steve Thorn second the motion. All Ayes. Council President Tammy Meyer then asked for a roll call on who to hire as an investigator. Council Members Scott Weaver, Heather Paisely, Nina Schroeder, Tammy Meyer, and Steve Thorn all voted for Dean DePiero. Council Member Marty Hura's absence from the meeting was voted on and he was excused at the beginning of the meeting.

Council is continually mentioning having transparency within the Village Government. However, to date, there has not been made available a formal initial written complaint which prompted this investigation into the alleged misconduct and wrongdoings that's stated within the complaint. This is not transparency, nor did Council follow the proper procedures.

This letter is hereby presented to the Complainant and President of Council Tammy Meyer, during its regularly scheduled Council Meeting conducted in the Village of Mantua, County of Portage, State of Ohio.

Respectfully,



Joseph Urso

CC: File

CC: Mayor

CC: Village Solicitor

CC: Fiscal Officer

CC: Members of Council